



BAYES

**AN INTRODUCTION TO
RECRUITMENT CONSULTING**

Technical Recruiters for the Engineered Environment.

Bayes is a technical recruitment Practice that consults the engineering markets across the Asia-Pacific regions. Our Practice leads the advice and acquisition on industry talents, shaping perspectives and integrating recruitment expertise to fulfill critical and complex hires within niche markets. The Businesses and People we represent trusts us - they value the discretion we provide and know that we prioritize their interests at all times. The exacting standards and intuitive attentiveness Bayes is known for, ensures we are always a step ahead.



Driven By - Principled Business.

A Technical Positioning

Bayes practices across technical Verticals that are pivotal to the world's global economy. These industries impact trends and consumption habits of the global masses, are cyclical, and provides the foundation to life's necessities. We consult across the Industrials and Infrastructures Vertical, advising engineering businesses on talent acquisition, shaping perspectives and integrating recruitment expertise for the engineering markets.

Our platform of technical recruitment places a complementary focus between Executive Search and Recruitment for the engineering markets, allowing our People to provide tailored consultancy on complex hires, while fulfilling critical and time-sensitive hires within niche markets. The Engineering

Our approach is presented after meticulous research to understand your business objectives, perceiving the industry's volatilities and challenges, and identifying talents who complement your requirements.

We always adopt a termed view that is on the basis of the long-term; never a short-termism concept that seeks quick respite. The relationships we craft are for the long-term, while the right-time is assessed from a holistic overview, through the experience we have amassed through our years of recruitment. We believe that a career fit must always be mutually beneficial - both to the Employer, and to the Candidate. Through this practice, we provide HR Leaders with a competitive advantage in the ability to attract, recruit and most crucially, retain the right people.

WE PRACTICE ACROSS INDUSTRIES THAT ARE PIVOTAL TO THE WORLD'S GLOBAL ECONOMY.

discipline, while conventional, is a cyclical and recurrent industry that is fundamental within every society. Business continuity remains a requisite over the volatility of international markets. We want to resolve the gap of technical recruitment expertise that presently exists in the market.

Recruitment Approach

As a technical specialist, every Consultant undertakes both mastery and a sincere interest in the disciplines each practice in; only Specialists tailored to your industry will work with you. With a strong understanding and meticulous attention to detail, our informed Consultants are sensitized to the hiring and recruiting trends that you operate under.

Motivated By Responsibility

Think of Bayes as an added extension or support to your local Human Resource team. With tailored advisory, we want our Client's recruitment process to run flawlessly. Having access to the best candidates ensures quality hires under time-sensitive conditions. We strive to formulate a workforce solution that always delivers quality people-capabilities for our client's business climate.

Our People are motivated by responsibility and eager to represent the Bayes brand through our work for our Clients. Speak with our Specialists to understand how Bayes can provide technical expertise through our integrated suite of Recruitment Solutions.

Role Description	
Designation	Associate Consultant
Business Unit	Advanced Manufacturing Heavy Industries Built Environment
About	
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Roles & Responsibilities	
<ul style="list-style-type: none"> • End-to-End Recruitment: Headhunting, Search and Resourcing process, commencing from the sourcing and headhunting stage through to offer and acceptance. Headhunt, source and approach talented individuals with given job specifications via multiple sources and tools i.e. Database Scanning, Online Networking (LinkedIn, etc) and Cold Calling • Business Development & Sales Responsibilities: Business Development via Cold-calling, Telemarketing & Networking and through the building and maintaining of excellent rapport and relationships with the Client. Setting meetings with Decision Makers to understand and fulfil their recruitment needs, based on the interest of both the Client and our Practice. Provide after-sales service to existing clients. Solicit feedback from the clients as well as candidates to re-establish interest. Achieving and exceeding set sales-target on a Quarterly and Annual basis • Consultancy: Amongst Clients, Candidates and Internally towards Stake-holders and Leaders, be aware of industry trends, being alert to project, plans and movements of candidates, providing periodical updates and outlooks, and approaching the right people at the right time. Identify and gather information on relevant market information. Be on top of all industry trends, being alert to project, plans and movements of candidates, providing periodical updates and outlooks, and approaching the right people at the right time. Conduct comprehensive market research of client's direct competitors, identify and gather information on their employees, average pay-scale, and other market information. • Candidate Management: by understand technicalities and details of respective industries placement and to understand the client's requirements and role before matching a candidate. Build, develop and maintain candidate database and workflow products, implementing simple, effective and traceable resourcing, record keeping and administration processes. Lead and perform pre-qualification interviews of candidates, ensuring that they are the best-fit selections for first qualifying round, while presenting a Face of our Practice. • Key Function: In preparation of a 360-recruitment cycle within the specialised Vertical across Singapore/SEA. Your objective is to build up and develop a desk in your area of specialization adopted vertical of choice, forging an intricate network of key-talents and decision makers with in the industry. A targeted leadership-track rewards employees who have demonstrated passion for their work through their determination and attitude. 	
Work Environment	
<p>Our Leadership mandates a High Performance Culture for our Employees to thrive in, based on the principles of Laws & Fairness of Regulation, Environment (Internal, Physical, Management of Employees) and the provision of Opportunities provided for Meaningful Work. We want to achieve the Good Success of Our People where their financial earnings correspond with the value they have created, and thereby achieving their purpose in Life.</p>	
Experience	
<p>Working Experience is not required for entry into our Associate Consultant Recruitment Program.</p>	
Summary of Key Benefits	
<ul style="list-style-type: none"> • Uncapped quarterly commission structure (30%-40% upon exceeding threshold), in accordance to seniority of designation • Over-riding, Profit-Sharing (in accordance to Seniority & Team Management) • AWS & OTE (On-Target Earning), Bonuses • Transparent and meritocratic progression through a uniform appraisal structure • Flexi-Benefits, Medical and Insurance Coverage • Comprehensive Annual Leave Structure • Centralised CBD Work-Location • A methodical Recruitment Approach, Business System, People Engagement and Cloud-based Recruitment Platform 	



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Right Actions, Principled Business.

At Bayes, Our People are a vital conduit between leading Engineering Employers and Talents. We propose recruitment solutions that are suggestive rather than assertive, and always mutually beneficial. We are honest in our dealings, following a strong sense of purpose in the work we do, and are always critically demanding of ourselves.

Serene WONG | Senior Partner
Head, Commercials

SINGAPORE

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